

# An Introduction to Signs of Safety & Wellbeing

*A Solution, Safety & Wellbeing Oriented Approach To Adult Social Care*

Dr Tony Stanley  
Principal Social Worker LBTH

## Exercise:

In pairs or in a small group/team you normally work in; think of a recent episode of practice that you are most proud of:

What was it?

How did you manage to do it? (What did it take?)

What could you do in the future to repeat this success?

# Signs of Safety & Wellbeing

## **What is it?**

A different approach in social care work with vulnerable adults and families.

A strengths and asset based approach to practice

## **Where did it come from?**

Originated in Western Australia by Andrew Turnell and Steve Edwards during work with Aboriginal Communities in the early 1990's.

A rigorous and evidenced based method for child welfare

## **Resources on Signs of Safety & Wellbeing:**

This is a new application to ASC; Unpublished at this time.

Supported by Chief Social Worker Lyn Romeo

# Signs of Safety & Wellbeing Framework

- 1. Focus is on collaborative work and improving wellbeing**
- 2. Partnership with people and their families/ networks:**
- 3. Identifying strengths assets that lead to improved safety and enhanced wellbeing**

Appreciative Inquiry

needs informed commissioning

- 4. Safety planning and development of Safety Networks**

Involves an extensive, informed friend and family network to plan for and achieve adult safety

Thinking about a adult in your life that you feel a worried about:

What are you Worried About?

← STEP ONE: START HERE, BACK AND FORWARDS →

What's Working Well?

What Needs to Happen?

STEP THREE

What has happened, what have you seen, that makes you worried about this adult?

What do you like about \_\_\_ what are his/her best attributes?

Having thought more about this problem now, what would you need to see that would make you satisfied the situation is at a 10?

When you think about what has already happened to \_\_\_ what do you think is the worst thing that could happen to \_\_\_ because of this problem?

Who are the people that care most about \_\_\_? What are the best things about how they care for \_\_\_?

What would \_\_\_ need to see that would make them say this problem is completely sorted out?

What would \_\_\_ say are the best things about his/her life?

What do you think is the next step that should happen to get this worry sorted out?

Who would \_\_\_ say are the most important people in his/her life? How do they help \_\_\_ grow up well?

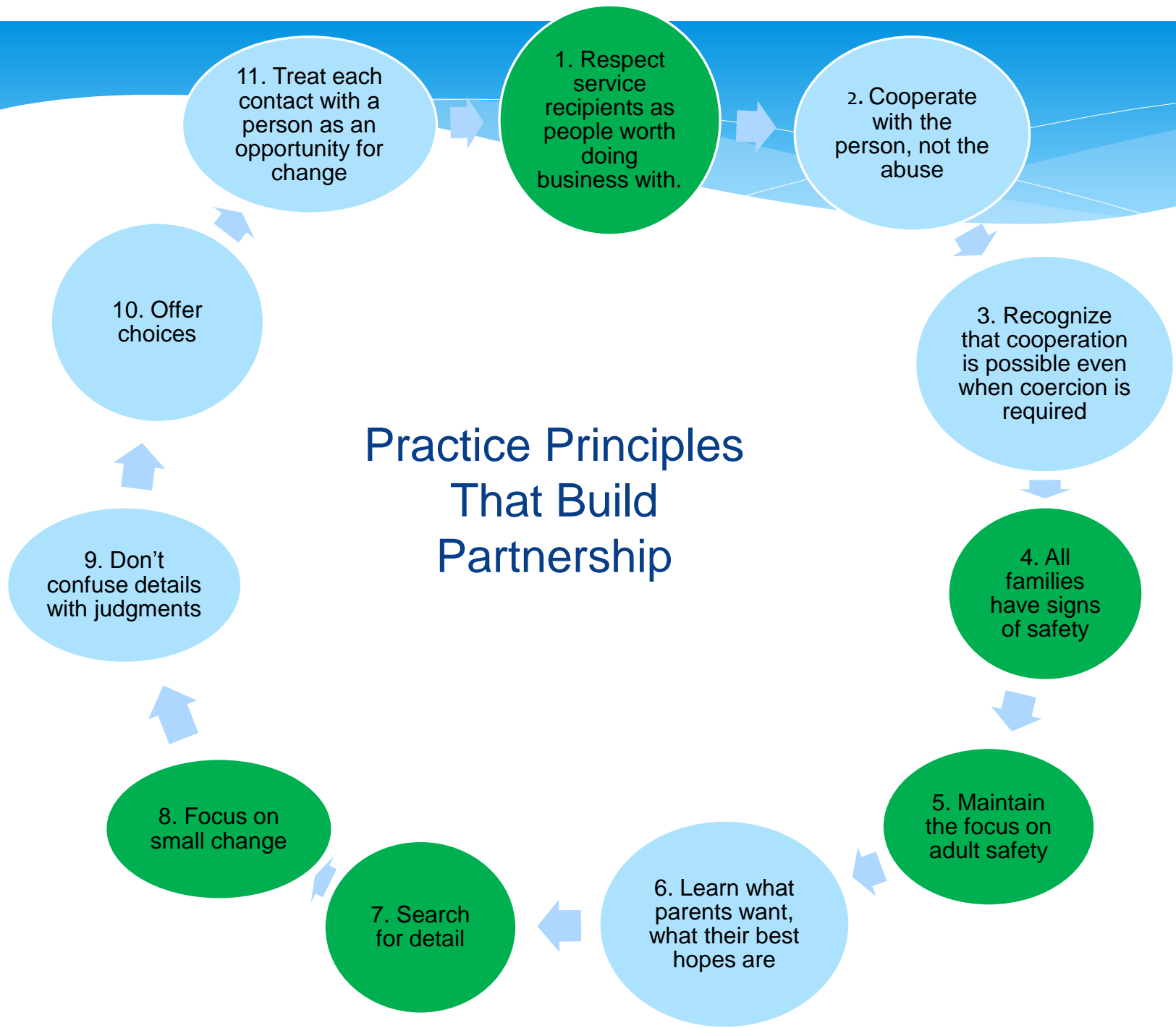
Has there been times when this problem has been dealt with or was even a little better? How did that happen?

Are there things happening in \_\_\_'s life or family that make this problem harder to deal with?

On a scale of 0 to 10 where 10 means this problem is sorted out as much as it can be and zero means things are so bad for the adult you need to get professional or other outside help, where do you rate this situation today? (Put different judgment numbers on scale for different people e.g., you, person, family, GP etc).

0 ← STEP TWO: JUDGMENT → 10

## Practice Principles That Build Partnership



# The Six Practice Principles

- Seek to understand the 'position' of each family member.
- Find Exceptions to the problem or maltreatment
- Discover family strengths and resources
- Focus on goals
- Scale safety and wellbeing progress
- Assess willingness, confidence, and capacity

# Appreciative Inquiry

## Assumptions:

- In every society, organisation or group, something works.
- What we focus on becomes our reality.
- Reality is created in the moment, and there are multiple realities.
- The act of asking questions of an organisation or group influences the group in some way.
- People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past ( the known).
- If we carry parts of the past forward they should be what is best about the past
- It is important to value differences.
- The language we use creates our reality.



# The 'Old' v's the 'New'

## Problem Solving

"Felt need"

Identification of problem

Analysis of causes

Analysis of possible solutions

Action Planning (Treatment)

*Basic Assumption:*

*'An organisation is a problem to be solved'*

## Appreciative Inquiry

Appreciating and valuing

The best of "what is"

Envisioning "what might be"

Dialoguing "what should be"

Innovating "what will be"

*Basic Assumption:*

*'An organisation is a mystery to be embraced'*

## Caution !

It is important to remember that the person and their family must be involved at every stage of the process otherwise the principles of respect, honesty and partnership that are at the heart of this approach are not being followed.

So maps created with supervisors or by workers 'organising their thinking' must be shared with the family.

# Safety wellbeing Network



# Creating Safeguarding Plans

- Built from straight forward statements about the harm and danger that is understandable by everyone including the person and family members
- Involve an extensive and INFORMED friend and family network (it takes a village to raise) to create a specific, everyday plan with straightforward **RULES** that demonstrate the adult is safe and the alleged perpetrator is protected from further allegation
- The safety plan must incorporate rules for triggers and stressors e.g anniversary of bereavement dates
- The rules of the safety plan must be endorsed by ASC
- The safety plan is not a 'product' drawn up exclusively by ASC. It has to be developed with and by the person, family and safety people.
- A safety plan is a journey created in partnership and demonstrated as protection over time; an incremental plan that pays attention to the difficulties and challenges

# Rules in pictures for Billy (aged 19) to understand

